Men Not of Special Eminence Benefit by New Scheme, Says Dr. Barrows.

BUILT ON 'NORMAL RATES'

Shortage of Good Instructors Foreseen Unless Pay Is More Reasonable.

This distinguished educator prepared the accompanying statement recently, presenting the University of California's plan of academic compensation. together with certain considera-tions which have been influential in determining the scale of

By DAVID P. BARROWS, President of the University of California.

MERICAN university teachers were afforded an unprecedented opportunity to exhibit their atility and capacity during the nths of the war when the nation such desperate need of trained informed men. The adaptability university teachers to all sorts of nations, administrative as well as inical, their success and the appreve had a stimulating and interesting

result has created difficulties the universities themselves, as it led to considerable numbers of being drawn into public and

nay be said at once and positively ancial rewards of private busi-University salaries must be upon a lower and entirely diset scale from the compensation paid American business for comparable

ality must remain other than financial.

The university professor, like the man who enters the public service or the army or the navy, must, unless he has independent means, be reconciled to the prospect of remaining a relatively poor man. The attractions of university faculties would be hopeless, by reason of rank, breeding and tradibut economic motives are not the most timelies in the freedom, its opportunity for the exercise of the highest.

The appeals which university faculties with drawal from active withdrawal from active withdrawal from active periods of academic life with tive service. If university faculties well a trained men be the nearest approach in America to motives the prospects of recruiting university faculties would be hopeless, by reason of rank, breeding and tradibut economic motives are not the most influence play so important a findle part in the social and public life of by talent and training for university.

The appeals which university is the class of English public men who university faculties would be hopeless, by reason of rank, breeding and tradibute conomic motives are not the most influence play so important a but the class of men fitted part in the social and public life of by talent and training for university faculties with the class of English public men who university faculties would be hopeless, by reason of rank, breeding and tradibute contents of the class of English public men who university faculties would be hopeless, by reason of rank, breeding and tradibute contents of the class of English public men who university faculties would be hopeless, by reason of rank, breeding and tradibute contents of the class of English public men who university faculties would be hopeless, by reason of rank, breeding and tradibute contents of the class of English public men who university faculties would be hopeless, by reason of rank professor.

The appeals which with the class of men fitted part in the class of English public men who university faculties would be hopeless, by reaso sity life lie in its freedom, its opportunity for the exercise of the highest
spiritual activities, its social distinction, and finally, in the surety of
tenure, the prospects for continuous
though moderate advancement, and knowledge with general culture, who

Discusses Pay for Educators



DAVID P. BARROWS.

mend a teacher's withdrawal from ac- nated periods of academic life with

## New York and Environs Furnish Many Examples of Impossibility of Convicting Women of Murder

fairly easy to convict the man coerced his wife. and next to impossible to convict the woman. When the woman kills the Lady Astor Back of Bill man she accuses of having wronged is hardly worth while to try

itnesses that swore she had killed troduce this bill, which is in. Notwithstanding this evidence, by the women suffragists.

Peel and his wife had credit with de London bookmakers. It is the English custom that a bookmaker accepts bets on horse races from customers of raphed to him before the races are which was in effect that the woman pelled to pay his counsel fees that he manship is now looked down upon, and pelled in a country town had been beguiled by Dunnigan into may defend himself and pay him all-most fathers would rather see their He and his wife arranged to have the results of races telephoned promptly to them. They then had the telegraph perator antedate the telgrams from hem that they sent to the book-nakers so that the telegrams were

sel of Cincinnati. She emptied a revolver at him and four out of five bullion of coercian is farcies. It will be lets hit. There was testimony that she had threatened to kill him; that she had written letters saying she of the only two women members, and would kill him, and there were several that one American born, should inthat one American born, should in-troduce this bill, which is supported tion of the Women's Rights Associa-

Other recent cases show how men

were tried together. On the same evi-dence Dunnisan was convicted and the woman was acquitted. The Judge told om that a bookmaker accepts bets horse races from customers of the jury that there was no doubt that he blished credit and if they are teleshed to him before the races are which was in effect that the woman pool that the woman was guiltty, but that he blished credit and if they are teleshed to him before the races are which was in effect that the woman pool that a bookmaker accepts bets he jury that there was no doubt that he woman was acquitted. The jury that there was no doubt that he jury that the jury that there was no doubt that he jury that the jury that the jury that the jury that there wa

Stone is another example of the prac-tical impossibility of convicting a woman of murder in the first degree. Even when a woman participates in a murder for money, not from passion,

To Wipe Out Distinction perfury in the murder trial. In the trial for perfury she was convicted. her for it.

Lady Astor, the only Virginia born
In this recent case tried before Justice Aspinall, Miss Stone had shot introduced a bill to wipe out this distinction between husbands and their sel of Cincinnati. She emptied a rewives on the ground that the assumption of the perjury she was convicted. As the judicial record now stands, one jury found that she was not present at the murder, had nothing to do with it and was innocent. Another jury found that her testimony that she was great a mistake as the speakers I have a speaker of the properties of t

To Pay Husbands Alimony every position.

Perhaps it is the result of the old If this new constitutional amend-

mees, whereas they actually were not sent until Peel knew the results of the roces.

And even more marked inconsistency lieve the testimony of a woman combined to think that the woman man? My definition will not coincide with the usually accepted meaning of the woman man? My definition will not coincide with the usually accepted meaning of

The University of California has adopted a four year probational period for the teacher of this category. We appoint him at \$1,800. We assure him of a \$200 advance each year for four years. At the end of four years he is presumably between 29 and 30 years years. At the end of four years he is presumably between 29 and 30 years of age and is receiving a salary of \$2,300. This salary has permitted no relaxation of effort, no degree of luxury in his life and little or no opportunity for travel; but it has permitted him to marry, to provide for the birth of one or more children, to add every few weeks a new book to his library, to subscribe to learned publications, and to keep out of debt. It he has made the expected progress he is ready for promotion to the grade of "assistant professor" with a salary of \$2,700. This after a couple of years may be followed by another promotion to the grade of "assistant professor" with a salary of \$2,700. This after a couple of years may be followed by another promotion to the grade of "assistant professor" with a salary of \$2,700. This after a couple of years may be followed by another promotion to the grade of "assistant professor" with a salary of \$2,700. This after a couple of years may be followed by another promotion to the grade of "assistant professor" with a salary of \$2,700. This after a couple of years may be followed by another promotion to the grade of "assistant professor" with a salary of \$2,700. This after a couple of years may be followed by another promotion to the grade of the professor is a scholar and teacher, his after a couple of years may be followed by another promotion to the grade of the professor is accorded for clear demonstration of the possession of a strong and cultivated personality, success as a teacher, and actual achievements by his mature colleagues. The rank of professor is accorded for clear demonstration of the possession of a strong and cultivated personality, success as a teacher, and actual achievements by his mature colleagues. The rank of professor is accorded for clear demonstration of the possession of a strong and cultivated personality, success as a teacher, and actual achievements by his mature colleagues. The rank of professor is accorded for clear demonstration of the possession o may be followed by another promotion

American universities are undoubtedly making strenuous efforts to increase the support of the academic profession and to add to its appeal. The enhanced cost of living combined with other alterations of the war to make the old standards of compensation obsolete and inequitable. I have the impression, however, that in some instances American universities have proceeded too rapidly and even heedlessly in lifting the scale of salarles and particularly in conferring undue rank upon immature men undue rank upon immature men whose scholarship has not been fully demonstrated. The University of California has at least not made this mis-take. We have rather fallen appre-ciably behind other American uni-versities of like importance and repuration, and in spite of the fact that much was done in the budgets for 1919-29 and 1920-21 to better salaries, certain retardation of improvement

has been inevitable.

The generous provision for the university made by the last Legislature now makes it possible for the University of California to attain an improved and definite scale of academic compensation based upon a plan au-thorized by the regents in March, 1920. My own belief is that our plan is adequate and may stand indefinitely unless social conditions in America

there will be a shortage of university tion has three scales of compensation teachers. The increase of demand through the recent rapid growth of seems to indicate that an aspiring and teachers. The increase of demand through the recent rapid growth of university attendance has coincided with the raising of standards and an actual diminution of supply.

A Teacher First Gets a Salary of \$1,800 Per Year The University of California has adopted a four year probational period for the teacher of this category. We appoint him at \$1,800. We assure him appoint him app

In the University of California this

a year. The higher salaries are conditioned by several factors—a man's eminence as a scholar and teacher, his vitality as maturity passes into advanced years, his serviceability as a citizen of the academic community. and his gifts in training disciples and and his girts in training disciples and enlarging the field of knowledge. The proposed salary figures above \$4,000 are \$4,500, \$5,000, \$5,500, \$6,000, \$6,500, \$7,000, \$7,500, \$8,000. The highest grades are reserved for men of establishment of the continuous and pulsars and the continuous and salars and the continuous and the continuou pecial eminence and value, and will supposedly be held by a very small number of men. The years from 40 to 56, however, should be years of a man's best academic productivity; the rewards of life are now flowing in: the years of obscure work and hard the years of obscure work and hard 22-30 instructor 22-30 instructor.

Even When Others Have Stopped

would permit the typical professor be-tween the ages of 40 and 50 to receive at least four times an augmentation of salary of \$500 and at the latter age arrive at a salary of \$6,000. He has fifteen years further service between the ages of 50 and 65 before retirement comes. If from the age of 50 enward it appears clear that the best compensation based upon a plan authorized by the regents in March, 1520. My own belief is that our plan is adequate and may stand indefinitely unless social conditions in America appreciably alter.

The grade of "associate professor" bermanent compensation, but the man follows at about the age of 35 or 36, and as now arranged in this motitu-

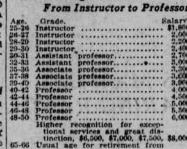
during this period. If such progress continues, the recognition of the Uni-versity should follow: if it does not

ministrative gifts who fills such posi-tions as those of "director" or "dean." It is the policy of the University of California to pay an additional sum positions within the university are of indefinite tenure.

The second factor is this: While

the normal advancement of a univer-sity professor is much as is sketched sity professor is much as is eketched above and may be tabulated as set out below, the university is eager to advance a man more rapidly if his abilities so recommend. In introducing a normal rate of advancement a university cannot afford to establish a fixed routine of promotion or to fall to reward youthful results that are brilliant and precious to mankind. Subject to these conditions, which must be constantly borne in mind, the following normal plan of advancement is presented:

From Instructor to Professor



The university is endeavoring to build up research funds and research endowments out of which can be made

### False Ambitions Fostered in Youth May Prove Detrimental to Genius; Natural Inclinations Should Guide

spicuous things rather than to do

ambitious parents?

All geniuses are great, but all who

are great are not necessarily geniuses. A genius is born and not made. Gen-

iuses in engineering, in science and in art are helped, but not made, by their

In case of doubt, cast no damper

has no mathematical ability to give up the idea of becoming an engineer

SALES BY AUCTION

EXTRAORDINARY

**FURNITURE SALE** 

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Auctioneer Will Begin Selling at Public Auction

THIS MONDAY, APRIL 24, 2 P.M., at

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highest grade furnishings, consisting of BEDROOM AND DINING ROOM SUITES, ANTIQUE FURNITURE, DRAFPERIES, RUGS, CARPETS, PAINTINGS, MIRRORS, COPPER KITCHEN WARE, SILVERWARE AND CHIMA, Restruent Equipment, Refrigerators, Lee Machines and Freezers, etc.

Refrigerators, Ice Machines and Prezers, etc.
All in large assortment and quantity. Inspection can be made on and after Wednesday, April 19, 1922.

JULIUS BAYER

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SAMUEL KREISER, Auct'r

Thursday, April 27th

The Centents of the

Palatial Residence of

MRS. IDA RHEINBERG

35 West 72nd Street

Details in Wednesday's Herald.

teachers.

rector of School of Industrial Arts of Trenton, N. J.

be a mere Governor of a State would be a small matter, while to grow up to be a man who worked with his hands

After the woman was acquitted in the murder trial she was indicted for perjury in the murder trial. In the trial for perjury she was convicted. It was, without doubt, a greater mistake to belittle the labor of those who work with their hands.

Fostering a False Ambition

School teachers make a mistake, as great a mistake as the speakers I have not present and had nothing to do just referred to, if they bring up the with the murder was false and that children intrusted to their care to industries are inferior as men and as tion. Not satisfied with the amend-ment to the United States Constitu-fessions,

Troom audience applauded.

While women have the right to vote in New York, they are not yet jurors, it will be interesting to note whether, when there are women jurors, juries will as promptly acquite a woman who lass killed at man.

In several of the Western States there are women jurors. In California women sit on juries. In the Patti, Arbuckle case, tried, three times in California and finally acquited, there was in one of the trials where the women jurors as mention that in England in the recent Peel case the jurors were more inclined to convict in the women was in the recent peel case the jurors were more inclined to convict in the women clerks looked after the jurors were more inclined to convict in the women clerks and confirmations in the period that the mention of the period to the women jurors are the women jurors to favor Arbuckle than were the women jurors was handled, and storage was handled, and storage was handled, and storage was handled, and storage was handled and storage was handl

mony that he may be supported in a sons in an office bending over a book.

Thus the modern court and the modern jury take the opposite attitude to that which he enjoyed when living that displayed in the Adam and Eve with her?

where the may be supported in a sons in an office bending over a book. The property is the property of the property in the supported in a sons in an office bending over a book. The property is the property in the property in the property is the property in the property in the property is the property in the property in the property is the property in the property in the property is the property in the property is the property in the proper nat di piayed in the Adam and Eve affair. Nowadays the jury goes or in a recent New Jersey case where the man begulled the woman.

And even more marked inconsistency lieve the testimans of a lieve and a bank grill handling other people's money—all positions which he recent the more ward of the women did not be plumber or potter, which is the noblest

NOTE -Mrs. Rheinberg has sold the Real Estate and intends to make her permanent residence in Europe, which accounts for this absolute un-restricted sale.

Director of School of Industrial Arts of Trenton, N. J.

When I was a small boy, and for some years afterward, and I don't know for how many years before, all the men who addressed the school I attended always said something like this: "Probably before me is one boy who will be President of the United States." And then they would go on and say that every boy should work to be President, and expect to be President, and expect to be President, and expect to be President, and before they were through we all felt that to be a mere Governor of a State would be a small matter, while to grow up to

not known and does not attract public chances are that he needs guidance attention has nothing to do with its more than one with special talent. Thousands are now in high schools

or poor, with the mental caliber really to profit by a course in a university, might attend one. I wish every State supported a free university, as do many States, but I know that the value of a university education, as such, is greatly overrated and that many do not profit by such an educa-tion, and that very many would be better off if they got earlier into the

on ambition. There are, however, many cases where the teacher's ex-perience should enable him to do a SALES BY AUCTION. real and lasting favor to many a boy. Is it net better to advise a boy who

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Thursday, April 27th, 1922 10:30 A. M. 500 Lots of Furniture, etc. Consisting of modern mahogany, oak and mission kousehold effects of every description. China, books, pictures, etc.

One Franklin automobile with many accessories, ectric Motors and Machine W. C. GILBERT, Auctioneer.

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Mahogany Parlor and Library Suites,
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Lace Curtains.

CARPETS and RUGS
CARPETS and RUGS
Reds and Bedding, Bric-a-Brac,
Bronzes, Lamps and Pedestals, Ploures, Chairs and Rockers, Everything A. N. CARDOZO, Auctioneer.

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SALES BY AUCTION.

SALES BY AUCTION.

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AT 3 P. M. EACH DAY
Exhibition Monday, April 24th, and daily until time of sale

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ANTIQUE and MODERN Comprising Dining Room and Bedroom Suites in Walnut and Oak, Library Suites and Odd Chairs, Louis XV. Commodes, Mahogany Desks, Tables, Renaissance Chairs.

AEOLIAN VOCALION AND RECORDS European Porcelains, Sevres and Vienna Vases, Marbles, Bronzes, Electroliers, Embroidered Mandarin Robes, Brocades, Hangings, Andirons, Solid Silver, Silver Plate, Jewelry

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Magnificent Furnishings

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88 University Place, bet. 11th and 12th Sts.
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ESTATE OF THE LATE MARIE CLAUSSEN AND OTHER INTERESTS order of MESS, RABE & KELLER, 258 BROADWAY, ATTORNEYS FOR EXECUTORS.

Sale Days Weknesday, April 26, and After 100 18 Following, at 2 o'Click AN IMMENSE COLLECTION OF HIGH CLASS AND MEDIUM FURNITURE, FURNISHINGS, 100 PERSIAN AND DOMESTIC RUGS, ORCHESTRELLE, VICTOR VICTROLA, HALL AND MARBLE-CHIME CLOCKS, REAL BRONZES, CLOCK SETS, ELECTROLIERS, LINENS, CHIMA PAINTINGS AND COLOR PRINTS, OLD FLEMISH TAPESTRY HANGINGS, EMBRODDERIES, REAL LACES, PERIOD MIRRORS, BREAKFAST SUITES, DAY BRDS.

SEVERAL FINE PERIOD DINING ROOM SUITER, TWIN AND FULL SIZE BELIANDES. IN FACT EVERY REQUISITE FOR THE APARTMENT, CITY OR COUNTRY DEALERS' AND MUYERS' OPPORTUNITY FOR IMMEDIATE REMOVAL

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